Performance Evaluation Section (MMSB-30)
Headquarters, U.S. Marine Corps

Relative Value

Recent Changes to the MBS

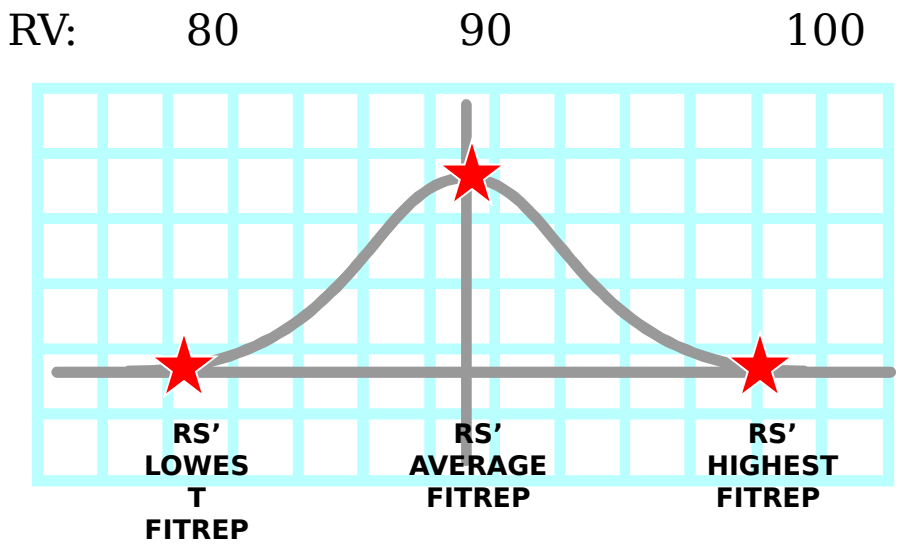
- **Relative Value**
- **Raw Score Data**
- **RO assessment**

What is Relative Value?

- **RV is a numerical representation of how a single fitness report compares to other reports written by the same RS on Marines of the same grade**
- **“RV should be used within the context of all other information on the report”**
- **RV is a tool that assists in evaluating the RS’ marking philosophy**

How does RV Work?

- **14 attributes assigned point value from 1 to 7 (A to G)**
- **Average the attributes**
  - i.e. a straight C report (42/14) is a 3.0
- **Average plugged into an algebraic formula that gives the report a value on a standard curve**
- **Standard curve scaled from 80 to 100**
- **Relative Value compares the report's average to the Reporting Senior's average of all reports on Marines of the same grade**



- Hypothetical distribution of 3 reports on a standard curve

RELATIVE VALUE DISPLAYED ON YOUR MBS

- **RV is calculated after an RS writes 3 OBSERVED FITNESS REPORTS on Marines of the same grade**
- **Two Relative Values on the MBS**
  - **#1** – RV At Processing
    This was the 14th report processed (RV is 94.60)
    (This RV doesn't change)
  - **#2** – RV Cumulative
    The RS has written 3 more reports since this one
    (The RV is now 96.00)

#RPTS @PROC	RELVAL @PROC	#RPTS CUM	RELVAL CUM	RO CONCUR Y	RO CONCUR N
14	94.60	17	96.00	X	

FITREP AVG:	RS CUM AVG:	RS HIGH:

RV vs. Raw Scores

- **Values have been added to the MBS for:**
  - FitRep Average
  - RS' Cumulative Average
  - RS' Highest FitRep Average
- **Using these averages we can evaluate the value of the report with respect to the RS' overall average**

How are Raw Scores Displayed on your Master Brief Sheet?

- Highest report average
- RS' cumulative average
- This report's average of the observed attributes

#RPTS @PROC	RELVAL @PROC	#RPTS CUM	RELVAL CUM	RO CONC	
				Y	N
14	94.60	17	96.00	X	

FITREP AVG: 2.53 RS CUM AVG: 2.25 RS HIGH: 2.

REVIEWING OFFICER ASSESSMENT ON PAGE 5

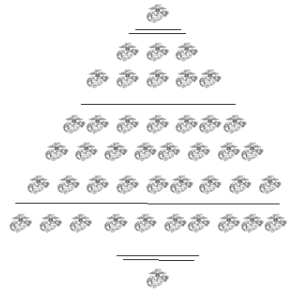
K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: ☐ Sufficient ☐ Insufficient

2. EVALUATION: ☐ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT: Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.

DESCRIPTION		COMPARATIVE EVALUATION
THE EMINENTLY QUALIFIED MARINE	☐	0
ONE OF THE FEW	☐	1
EXCEPTIONALLY QUALIFIED MARINES	☒	6
ONE OF THE MANY HIGHLY QUALIFIED	☐	2
PROFESSIONALS WHO FORM THE	☐	1
MAJORITY OF THIS GRADE	☐	0
A QUALIFIED MARINE	☐	0
UNSATISFACTORY	☐	0



4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark, evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

5. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality.

(Signature of Reviewing Officer)

☐☐☐☐ ☐☐ ☐☐ (Date in YYYYMMDD format)

NUMBERS INDICATE TOTAL ASSESSMENTS AND HOW MANY TIMES RO HAS MARKED MARINES OF SAME GRADE ON THAT PORTION OF COMPARATIVE ASSESSMENT TREE.

NUMBERS ELECTRONICALLY OVERLAID AT TIME OF PROCESSING.

INFORMATION EFFECTIVE AT TIME OF PROCESSING AND WILL NOT CHANGE.

INFORMATION WILL SHOW UP ON OMPF AND DIGITAL BOARDROOM COPIES OF FITREP.

NEW MASTER BRIEF SHEET

NAME	SSN	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO	PMOS	AMOS/AMOS	GT/GCT	PERM GR	PERM DOR
MARINE, JOE	123456789				C			/			

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	PERM DOR

DECORATIONS | MILITARY EDUCATION | CIVILIAN EDUCATION | LANGUAGES

UNKNOWN

SPL INFO

PAGE 1 OF 2

MONITORED COMMAND / ORGANIZATION/SCHOOL / REPORTING SENIOR	DUTY ASSIGNMENT / GRADE TYPE DUTY BILMOS / REVIEWING OFFICER	OCC	BEGIN / END DATE	MISSION	CHARACTER		LEADERSHIP				INTELLECT			EVAL RES	PROMOTION			REPORT SUMMARY						
				PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	Y	N	NA	ACC	COMM ADV	#RPTS @PROC	RELVAL @PROC	#RPTS CUM	RELVAL CUM	RO CONCU Y	RO CONCU N
1. HQBN 1STMARDIV	ADMIN NCOIC MSGT N 0193	CH	19981001	C	C	B	B	C	C	B	C	C	B	B	B	X	C		H		14	94.60	17	96.00		
MAJ YOUNG			19990306																	X FITREP AVG: 2.53		RS AVG: 2.25		RS HIGH: 2.82		
	COL OLDTHOGOOD			**RO:** 0 / 1	0 / 2	0 / 3	1 / 4	2 / 5	7 / 6	1 / 7	0 / 8															
2. HQBN 1STMARDIV	ADMIN LIASON MSGT N O193		19990307	C	C	C	H	C	C	H	C	H	B	H	C		C		H	X	8	89.76	8	89.76	X	
MAJ NOITALL		TR	19990416																	FITREP AVG: 2.88		RS AVG:2.93		RS HIGH: 3.5		
	COL OLDTHOGOOD			**RO:** 0 / 1	0 / 2	0 / 3	1 / 4	2 / 5	7 / 6	1 / 7	0 / 8															
3. HQBN 1STMARDIV	ADMIN NCOIC MSGT N 0193		19990417	D	F	E	C	E	E	D	D	D	D	D	E	X	E		H	X	11	83.70	16	81.89		
MAJ GREEN		CH	19990521																	X FITREP AVG: 4.46		RS AVG: 5.65		RS HIGH: 6.38		
	COL BROWN			**RO:** 0 / 1	0 / 2	2 / 3	3 / 4	1 / 5	0 / 6	2 / 7	0 / 8															
4. HQBN 1STMARDIV	ADMIN NCOIC MSGT N 0193		19990522	B	B	C	B	B	C	B	B	C	B	B	C		B	X	H	X	1	NA	1	NA	X	
MAJ PARTIER		GC	19990802																	FITREP AVG: 2.30		RS AVG: 2.30		RS HIGH: 2.30		
	COL HOMEBYNINE			**RO:** 0 / 1	1 / 2	0 / 3	1 / 4	1 / 5	4 / 6	0 / 7	0 / 8															

What Should an RS Do?

- Mark the report attributes where the Marine honestly rates (and you will never “hurt” your Marines)
- Be consistent; compare against others you’ve written, but don’t mark everyone the same
- Ensure timely and accurate submission of reports
- Appropriate and substantive Section I comments.
  - Breakout (Top 10%, 1 of 16)
  - Future potential, demonstrated performance, leadership
  - Promotion*
  - Command*
  - School*

*RO Comments

Do you know your RS/RO Profile?

- **Email Request to:**

  mmsbompf@manpower.usmc.mil

- **Include:**
  - Name, Grade, SSN
  - Address to mail RS/RO Profile (Home address best)
  - “I request my RS/RO Profile” (MBS, OMPF)

- **Or Fax Request to:**
  - CMC(MMSB-10)
  - HQ, USMC
  - DSN: 278-5792 or Comm (703)784-5792
  - IAW Appendix H of the PES Order

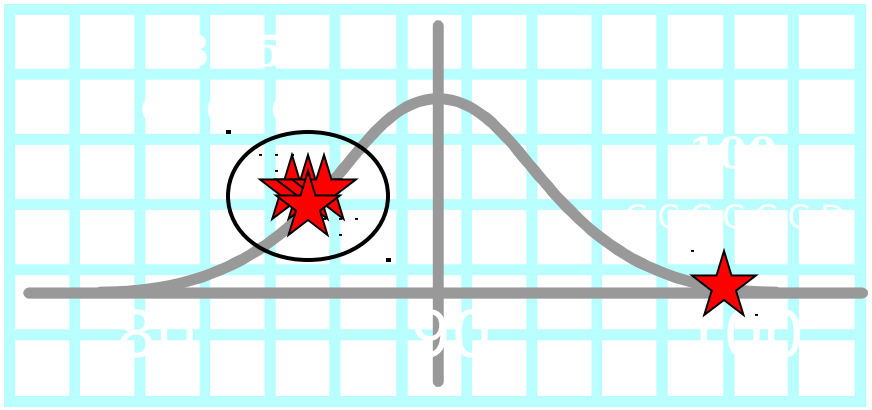
FYI

- **New version Windows Front-End (WinFE 3.0) provides spell check capabilities and corrects previously identified format problems.**

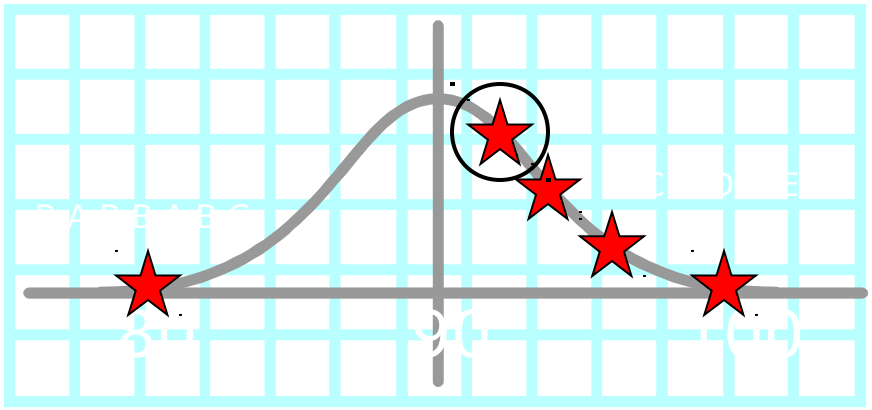
- **Continue toward fully automating PES – work flows electronically from RO to CMC and populates Section A from MCTFS.**

- **OMPF provided on CD for individual Marines vice traditional Microfiche.**

Possible RV Condition

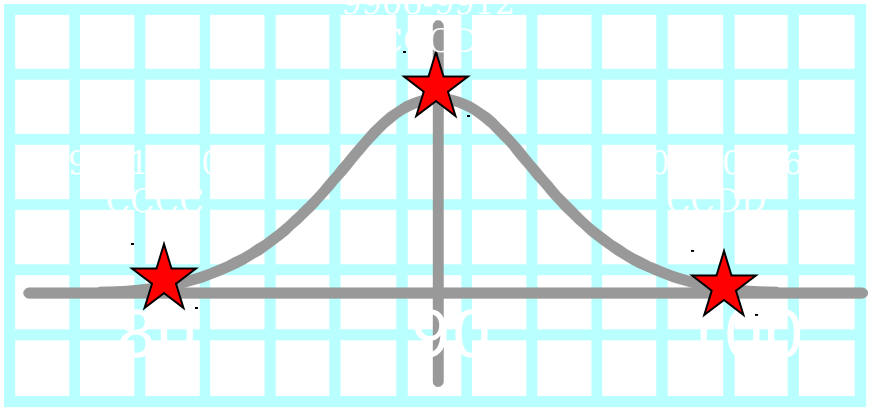


Possible RV Condition



- All the other reports will have a higher RV than normal

Possible RV Condition



Possible RV Condition

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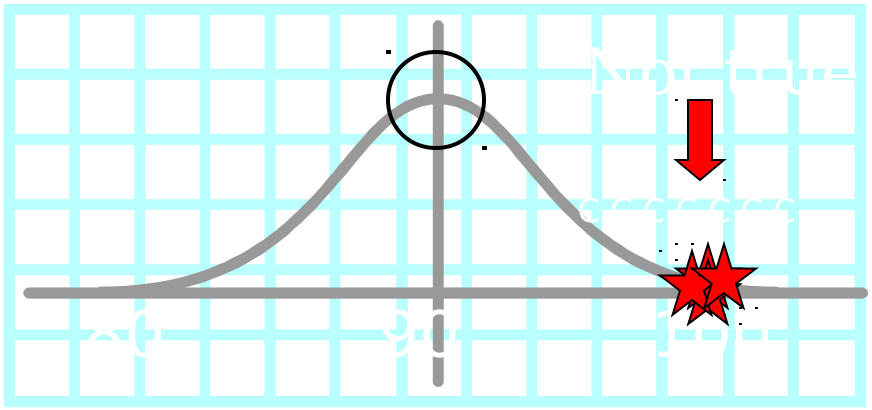

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What New MBS Doesn't Tell You

- **Date Gaps caused by overlapping reports**
- **Who the MRO is ranked against**
  - No DORs, No List of names
- **Is the RS starting to inflate?**
  - Can't definitively assess

Unofficial Excel Spreadsheet RS FitRep Tracker

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First Lieutenants

MRO	DATE	Performance	Proficiency	Courage	Stress	Initiative	Leading	Developing	Example	Well-Being	Communicate	PME	Decisions	Judgment	Evaluations	Letter Avg	MRO SCORE	1stLt AVG	DEVIA-TION	RANK
Smith	001130	C	C	D	B	C	C	B	B	D	C	B	D	C	C	C	1.93	1.93	0.00	1
Jones	010530	B	C	C	D	D	D	C	B	C	B	B	C	C	B	C	1.86	1.89	-0.04	2

Contact Information

- **Records Correspondence (MMSB-10)**
  - DSN 278-5600 or Comm 703-784-5600
- **Record Management (MMSB-20)**
  - DSN 278-3952 or Comm 703-784-3952
- **Performance Evaluation (MMSB-30)**
  - DSN 278-3995 or Comm 703-784-3995